



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

INTRODUCTIONS

- Pete Rimsans, Executive Director, Indiana State Building and Construction Trades Council
- Ken Jania, Training Director, Lake County Electricians JATC



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

OUR PARTNERSHIP - CONTRACTORS & SKILLED LABOR

- The Indiana State Building Trades. Representing more than 75,000 skilled men and women working in Indiana. From carpenters to elevator constructors, these tradesmen receive three to five years of apprenticeship training to prepare them for a career building Indiana.



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

OUR PARTNERSHIP - CONTRACTORS & SKILLED LABOR

- The Indiana Union Construction Industry proudly consists of more than 4,000 contractors working across the state of Indiana. These contractors have made the business decision to jointly manage shared training and manpower resources.



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

CONTRACTOR PARTICIPATION BY CHOICE

- The industry utilizes a multi-employer environment where contractors share most human resource functions such as health insurance plans, retirement plans, **apprenticeship training and continuing education for journeymen.**
- Shared workforce allows contractors to rapidly adjust **skilled** employment requirements to meet the needs of each project: **crew size, training, certifications, etc.**
- Contractors can also draw **specialized skills** from the work pool, as needed.
- Contractors have direct input in determining training of **specific skills.**



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

THE JATC BUSINESS MODEL

- Each of our apprenticeship programs are governed by a **Joint Apprenticeship Training Committee (JATC)**. These committees are comprised of equal number of labor and contractor representatives.
- Our industry makes a **private industry investment** of more than \$42 million dollars a year on apprenticeship and journeyman upgrade training in Indiana through our JATCs.
- The investment is funded jointly by the partnership.
- All JATC apprenticeships include **on the job training**.
- Apprentices earn money while they are learning their trade. They do not have to abandon an income to learn new skills.
- We offer a **career**, not just a job. They learn **all aspects of their trade**, not just one discipline.



THE JATC BUSINESS MODEL

- Apprenticeship programs are three to five years in length. The union construction industry has an 85% completion rate among all apprenticeship programs in Indiana.
- Application process is competitive. We are an alternative career for those who are considering higher education. We are looking for the same minds with an interest in a different educational model.
- Average age for a JATC apprentice is 27.
- Application process is open to everyone. Class size is flexible to meet industry demands.



THE JATC BUSINESS MODEL BY THE NUMBERS

Apprenticeship Enrollment Data in Indiana for 2012 Provided by the U.S. Department of Labor, Bureau of Apprenticeship and Training.

- In 2012, more than **5200** apprentices were enrolled in training programs in Indiana JATC's.
- **83%** of all construction apprentices in the state of Indiana were enrolled in JATC training programs.
- **17%** of all Indiana JATC apprentices were minorities.
- **8%** of all Indiana JATC apprentices were veterans
- **4%** of all Indiana JATC apprentices were women.



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

THE BEST OF BOTH WORLDS

- In 1994, the Indiana Union Construction Industry established a partnership with Ivy Tech Community College to provide an opportunity to all apprentices to earn an Associate of Applied Science from Ivy Tech.
- To date, more than **9,000** apprentices have graduated with an Associate of Applied Science.



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

THE JATC BUSINESS MODEL

- Bureau of Apprenticeship and Training oversight
- All necessary safety certifications
- Red Cross/First Aid Training
- Industry Orientation
- Blueprint Reading
- Safety and Health Awareness
- Trade Specific Education
- Substance Abuse Random Testing (TPA)



WHAT IT TAKES

- Minimum requirements governed by JATC and BAT
- Math/Algebra proficiency
- Geometry
- Basic Physics
- Communications Skills
- Reading Comprehension
- Goal oriented

WHAT IT TAKES

- **High School Diploma or GED**
- **Valid Driver's License**
- **Clean Background Check in certain instances (e.g., Oil, Utility, and Pharmaceutical industries)**

UNION CONSTRUCTION INDUSTRY RECRUITMENT PARTNERS

- **Helmet to Hardhats Program** – Specifically designed to assist those returning from military service transition to a career in the union construction industry that complements their skill set.
- **Veterans in Piping** – a national program on military bases where unions train military personnel before they return to civilian life. This program provides a direct entry into a Plumbers and Pipefitters apprenticeship program.
- **Indiana Plan for Equal Employment** – recruitment for minority, women and disadvantaged Hoosiers interested in exploring a career in union construction. Provides a pre-apprenticeship opportunity that allows participants to learn about all of the trade programs available.
- **Job Fairs** - Schools and Municipalities.



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

CAREER COUNCIL PARTNERSHIP

- We hope the Career Council will recognize the training taking place in the JATC's throughout the State.
- If high school students are going to be encouraged to transition directly from high school to JATCs, our industry can be part of the process.
- We also reach out to candidates who have been years removed from secondary education.
- We offer an established, tested, successful apprenticeship system that is flexible to industry changes & technological advances.
- We also offer to more than **4,000** JATC contractors the skilled and trained workforce they demand.



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

CAREER COUNCIL PARTNERSHIP

We are willing to offer information to teachers and guidance counselors about our JATC opportunities that provide career training and education outside of traditional colleges.



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

CAREER COUNCIL PARTNERSHIP

HB 1213 – Career and Technical Education Diploma. Requires the Indiana Works Council to develop a career and technical education diploma for high school students. Also, requires the appointment of a subcommittee that includes a member of each council and representatives of career and technical education programs.

We would be honored to part of this subcommittee responsible for this assignment.



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.

QUESTIONS AND ANSWERS

How can we further contribute to the success of the council ???



THE INDIANA UNION CONSTRUCTION INDUSTRY
Skilled On Principle. Union By Choice.